

rendered by them and the plan worked satisfactorily.

If 95 per cent of the men in his shops were union men, said Mr. Grace, they would still not be recognized as union men, but merely employees. "We would deal with them as part of employees' representation system," he added. "They would have a large voice in electing the men who speak for them."

No Joining of Associations

"You take away the liberty of joining trade associations, don't you? And acting as a unit with other organizations, don't you?"

"No, no, Mr. Undermyer."

"But you deny your employees the right of acting jointly with employees of other concerns in dealing with you and your associations?"

"We would not recognize it."

"Isn't it true, Mr. Grace, that in times of great depression, when labor is plentiful and work is scarce, the tendency and interest of the employer is to get his shop on a basis in which he can control his men and that is by eliminating union and having non-union men?"

"I have said distinctly that we do not discriminate. That is not a method of operation. If you will pardon me."

"No, I know your theories and claims. You know I am not in sympathy with them. We have had that out, but this is an inquiry for facts and our own view has nothing to do with it."

Opposes One Big Union

"You think it is better that all the men in the steel industry should not be banded together in a single organization?"

"Yes, I think it is better for them."

"This is the reason you are refusing recognition?"

"Naturally I think it is better."

"It is not on your account. It is on their account."

"Mr. Grace said that the open-shop policy of the Bethlehem firm was adopted 'some time around September, 1919, when the American Federation of Labor attempted to organize the plant.' Asked whether it was not discrimination to insist on builders erecting on the open-shop principle, Mr. Grace said: 'If I think we are asking him not to discriminate, he is discriminating because he rules out the non-union men.'"

Mr. Undermyer remarked that he disagreed with the firm's policy and theories and "hoped it would change them."

He added that if Charles M. Schwab, head of the board of governors of the Bethlehem corporation, desired to appear before the Lockwood committee he would be glad to hear him.

Mr. Undermyer insisted at a certain point in the testimony that the policy of the Bethlehem Corporation amounted to dictation. Mr. Grace said he didn't think it was dictation.

Denies Dictating Policy

"You would not know whether it was dictation if all fabricators in the country were to say to the contractors: 'You can't have any steel unless you will agree not to erect it union shop?' counsel for the committee asked."

"Yes, that would be dictation," replied Mr. Grace.

"That is just what you are doing."

"Not that I know of."

"But you are firm in New York and Philadelphia and trying to do it around the country?"

"That depends entirely on what effect it has. I expect to have on our general labor situation."

"You are members of the Steel Fabricators' Association, are you not?"

"That's the organization to which the Bethlehem Steel Corporation, one of our subsidiaries, belongs."

Mr. Undermyer here read a resolution adopted by the association, in which the organization went on record as being unreservedly in favor of the open shop principle. This resolution, he said, was adopted in November, 1919.

"That resolution is news to me, but I believe it is the policy of the association. We were not following out the policy of any resolution. We are acting irrespective of any other organization."

Additional testimony was heard yesterday by the committee from contractors, showing that building costs had been increased by the action of the Rhode Island Hospital Trust in forcing builders to let their steel erection contracts to members of the National Iron Erectors' Association or the Iron League.

Workers' Discrimination

Union structural steel workers also told how they had been discriminated against by the American Bridge Company, a subsidiary of the United States Steel Corporation.

The book and records of the National Erectors' Association were taken over by the committee for examination and process servers were sent out to find out whether the association was the head of the detective organization of the association, who, Mr. Undermyer says, has disappeared.

Letters showing that Walter Drew, counsel for the National Erectors' Association, attempted to prevent the Fuller Construction Company from obtaining the contract for erection of the Rhode Island Hospital Trust Building at Providence, R. I., as a closed shop job, were also offered in evidence. One of the letters was to Frank A. Vanderlip, a former president of the National City Bank, who is represented

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Gary Decries Talk of War With Japan

(Continued from page one)

into trouble. Every one of us should make it a point to prevent any talk of trouble between Japan and the United States whenever we hear it.

"I have made up my mind, from what I have seen and know first hand, that if war comes the people of the United States will be more at fault than the people of Japan."

"That there are pending questions requiring the consideration of both our governments is no evidence of unfriendly feeling between our people. On the contrary, it is the best possible evidence of the many interests we have in common."

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Republican Women Accord Honor to Mrs. A. L. Livermore

Chairman Presented With Silver Tray for Her Leadership During Campaign Luncheon Miller Attends

Mrs. Arthur L. Livermore, chairman of the Republican Women's State Executive Committee, was presented yesterday with a large silver tray as a memento of the campaign of 1920 by her fellow workers on the state committee.

The presentation took place at a luncheon at the home of Mrs. Charles H. Sablin, at which Governor-elect Nathan L. Miller and State Chairman George A. Glynn, with Mrs. Livermore, were guests.

Douglas Robinson made the presentation speech. On the tray was engraved the following: "To Henrietta W. Livermore for her courageous leadership and sense of fairness, loyalty to her co-workers and to the cause of Republicanism, the Republican Women's State Executive Committee presents this remembrance of the campaign of 1920."

The names of the donors engraved on the back of the tray included Mrs. Courtland Barnes, Miss Helen Varick Howell, Mrs. Henry Fairchild Burton, of Rochester; Miss Mary Cahoon, of Ausable Forks; Mrs. Macdonald De Witt, Mrs. Nathan Glauber, Mrs. E. Hosmer, of Buffalo; Miss William H. Ives, Mrs. Florence E. S. Knapp, of Syracuse; Mrs. Ruth Litt, Mrs. Luther W. Mott, of Oswego; Mrs. Douglas Robinson, Mrs. Charles H. Sablin, Mrs. Henry S. Sago, of Albany; Miss Letitia Skinner, Mrs. William Vanance, Miss Florence Wardwell, of Springfield; Mrs. Charles H. Whitman and Mrs. Newell Whitman.

Judge Miller, in his address, promised the women full cooperation in all state political enterprises. He urged them to visit Albany often to give him the benefit of their suggestions and advice.

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Senator Fall added that even Senators Borah and Johnson had expressed themselves as not opposed to some form of association of nations.

He was asked if he had talked with Senator Harding about the Harvey proposal for an association of nations.

"I was one of those who favored a referendum on peace," he replied. "I don't see why I should call a referendum on war. My individual opinion is that Europe thinks very little of the present league. They will be altogether glad to listen to American proposals for a new one."

Senator Fall declared that he had

discussed the present situation of the farmers and stock growers at length with Senator Harding. "Unless some relief is afforded the cattle growers within ninety days," he said, "they will be wiped out. Unless the situation affecting the farmers, cotton growers and other producers is met effectively now I predict that the United States will be buying her foodstuffs in ten years instead of growing them."

The meat growers, he said, were one class which had not profited. A drought had proved disastrous to the cattle men of Texas, Arizona, New Mexico and California. Their loans, he declared, were being called and unless they were enabled to rediscount those loans more than one-half of them would be wiped out beyond hope of recovery.

Senator Fall disagreed emphatically with the ideas expressed by Herbert Hoover recently that the consumer was the proper person to take money in order to readjust prices.

Colonel George Harvey, who has been a guest at the Harding home for nearly a week, departed for New York late today. He is expected to confer with the President-elect to-morrow.

Colonel Raymond Robins, former head of the American Commission to Russia, to-day discussed with Senator Harding the economic and political changes which he said must take place in Europe before rehabilitation was concluded.

Esprit de Corps

It is the "Spirit of the Hive," the working together, that makes the industry of the bee count, says Maurice Maeterlinck. So with the Knickerbocker Ice Company—it is the esprit de corps—the common devotion of every member to the organization—that has brought success.

More than 70% of Knickerbocker employees are stockholders—the spirit is to work together to make a product as good as it can be made, and to give a delivery service without a parallel.

Republican Women Accord Honor to Mrs. A. L. Livermore

Chairman Presented With Silver Tray for Her Leadership During Campaign Luncheon Miller Attends

Mrs. Arthur L. Livermore, chairman of the Republican Women's State Executive Committee, was presented yesterday with a large silver tray as a memento of the campaign of 1920 by her fellow workers on the state committee.

The presentation took place at a luncheon at the home of Mrs. Charles H. Sablin, at which Governor-elect Nathan L. Miller and State Chairman George A. Glynn, with Mrs. Livermore, were guests.

Douglas Robinson made the presentation speech. On the tray was engraved the following: "To Henrietta W. Livermore for her courageous leadership and sense of fairness, loyalty to her co-workers and to the cause of Republicanism, the Republican Women's State Executive Committee presents this remembrance of the campaign of 1920."

The names of the donors engraved on the back of the tray included Mrs. Courtland Barnes, Miss Helen Varick Howell, Mrs. Henry Fairchild Burton, of Rochester; Miss Mary Cahoon, of Ausable Forks; Mrs. Macdonald De Witt, Mrs. Nathan Glauber, Mrs. E. Hosmer, of Buffalo; Miss William H. Ives, Mrs. Florence E. S. Knapp, of Syracuse; Mrs. Ruth Litt, Mrs. Luther W. Mott, of Oswego; Mrs. Douglas Robinson, Mrs. Charles H. Sablin, Mrs. Henry S. Sago, of Albany; Miss Letitia Skinner, Mrs. William Vanance, Miss Florence Wardwell, of Springfield; Mrs. Charles H. Whitman and Mrs. Newell Whitman.

Judge Miller, in his address, promised the women full cooperation in all state political enterprises. He urged them to visit Albany often to give him the benefit of their suggestions and advice.

Gifts of Distinction for the Holiday Season.

PEARLS
DIAMONDS
JEWELRY
WATCHES
SILVERWARE
GOLDWARE
STATIONERY
LEATHER GOODS

Customers Served by Mail

Harding Urges Revival of Old Mother Spirit

Co-operation With School and Other Public Officials Advocated as Invaluable in Training of Children

Teach Religion at Home

Tendencies to Leave Education of Youth to Public Institutions Is Deplored

MARION, Ohio, Dec. 15.—American mothers were asked by President-elect Harding to-night to give to school officials and other public servants a full measure of cooperation in the educational, religious and physical training of children.

Speaking here before a state meeting of the Child Conservation League, Mr. Harding declared it the duty of motherhood to keep the oldtime spirit alive in spite of the growing tendency to intrust the instruction of the child almost wholly to public institutions. He made a particular plea that religious training be kept within the province of the hearth, and voiced a hope for revival of religious reverence in the trying times ahead.

The President-elect, who delivered his speech in the Methodist Church, also asked that the public welfare agencies of the nation be kept democratic, and expressed disapproval of the practice of withdrawing their children from the public schools and entering them in private institutions. He reaffirmed his hope that great good would be accomplished by the new Public Welfare Department to be proposed by his Administration, and said he had found sentiment in and out of Congress strongly supporting the plan.

Senator Harding said:

"Peace of the world depends not so much on the niceties of diplomatic instruments as on the spirit of good faith and good will between nations. No treaty, no arrangement of any kind, can serve as an absolute assurance of peace if nations are mutually suspicious and spiteful."

"I have no intention of casting any reflection on the League of Nations. The league is, in my judgment, a splendid machinery. But the most magnificent machinery will not work without a motor. You may have a \$30,000 motor, and again you may have a \$30 million, but if there is no wind you will get exactly the same result from both."

"And the machinery of the League of Nations will not work without people working it in the spirit of international good fellowship."

"If there is no generous temper among nations, the league will either founder or become an instrument of tyranny."

"Neither or not you accept the league, I trust that you will accept the proposition that international peace rests on the sure foundation of international friendship. It is based on a vivid, compelling consciousness that, as individuals, we do in the main feel a real liking for each other. It is based on a friendship that carries with it a broad tolerance of faults and errors, a warm desire to see the best."

Baron Shidehara paid a warm tribute to the first envoy from the United States to Japan—Townsend Harris.

He deplored the fact that the ordinary man, busy with his own affairs, is easily misled by those who, wittingly or unwittingly make it their business or pleasure to create mistrust between nations.

"At the merciful hands of these mischief-makers, every nation has suffered and is suffering," he charged. "Like the rest of the world, Japan has been misunderstood and misrepresented."

"You will exercise a sober judgment, based not on hearsay but on principle and good will. And then, at any rate in the glorious Pacific region, we shall see that blessed, time-enduring peace, commerce and friendship with all nations."

Mr. Vanderlip, at the beginning of the speaking offered a toast to the Emperor of Japan and Baron Shidehara responded with a toast to the President of the United States.

At the speakers' table, in addition to Mr. Vanderlip, the ambassadors, Judge Gary and Mrs. Morris, were Mrs. Vanderlip, Major General K. Imoney, military attaché at the Japanese embassy at Washington; the Hon. A. Den, Japanese finance commissioner; Consul General K. Kimausaki, the Hon. S. Tomii, secretary of the embassy, and Dr. Jacob Gould Schurman.

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Rewrite Treaty In Washington, Fall's Program

Senator Teils Harding That Plan Is Practicable and Some European Nations Is Sure to Take Initiative

Would Suit Bitter-Enders

Advocates Divorce of Pact From League; Relief for Farms Held Imperative

From a Staff Correspondent.

MARION, Ohio, Dec. 15.—Senator Albert M. Fall, of New Mexico, irreconcilable opponent of the League of Nations covenant, told President-elect Harding to-day that the impossible peace of Versailles must be rewritten in the capital of the United States. World leadership that was lost abroad by Woodrow Wilson will be regained by America, Senator Fall believes, soon after inauguration of Mr. Harding.

The two Senators were in conference most of the afternoon, and when they had finished Senator Harding brought Mr. Fall to the little back yard hangar that is headquarters for the newspaper correspondents to diagram the channels of their conversation about the future relations of the United States. There, in the presence of Senator Harding, the Southwesterner explained that he believes that when President Wilson leaves the White House the distracted nations of Europe will appeal to the President of the United States to call for new negotiations among the nations that were represented at the peace conference at Versailles.

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